

EEO Laws and EEOC Regulations

- [Title VII of the Civil Rights Act of 1964, 42 U.S.C. §2000e](#)
prohibits employment discrimination based on race, color, religion, sex, or national origin.
- [The Civil Rights Act of 1991](#)
Amends the Civil Rights Act of 1964 to strengthen and improve Federal civil rights laws, to provide for damages in cases of intentional employment discrimination, to clarify provisions regarding disparate impact actions, and for other purposes. It also provides monetary damages in cases of intentional employment discrimination
- [Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 \(NO FEAR\)](#)
Requires that Federal agencies be accountable for violations of antidiscrimination and whistleblower protection laws; to require that each Federal agency post quarterly on its public Web site, certain statistical data relating to Federal sector equal employment opportunity complaints filed with such agency; and for other purposes
- [Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 Section III Instructions \(NO FEAR\)](#)
Is EEOC's instructions to agencies on the implementation of the NOFEAR Act
- [Rehabilitation Act, 29 U.S.C. §791](#)
Sections 501, 502, 504, 508 of the Rehabilitation Act of 1973 makes it illegal to discriminate against federal employees and applicants for employment based on disability. Federal agencies are required to make reasonable accommodations to the known physical and mental limitations of qualified employees or applicants with disabilities. See The [Army's 508 site for guidelines](#)
- [Age Discrimination in Employment Act, 29 U.S.C. §621](#)
(ADEAA) protects individuals who are 40 years of age or older by prohibiting age discrimination in hiring, discharge, pay, promotions, and other terms and conditions of employment
- [Equal Pay Act, 29 U.S.C. § 206\(d\)](#)
men and women who perform substantially equal work in the same establishment from sex-based wage discrimination
- [Administrative Dispute Resolution Act of 1996, 5 U.S.C. §571](#)
Defines Alternative as a means of dispute resolution means any procedure that is used to resolve issues in controversy, including, but not limited to, conciliation, facilitation, mediation, fact-finding, mini-trials, arbitration, and use of ombuds, or any combination thereof
- [Alternative Dispute Resolution Act of 1998, 28 U.S.C. §651](#)
Further refines An alternative dispute resolution process to include any process or procedure, other than an adjudication by a presiding judge, in which a neutral third party participates to assist in the resolution of issues in controversy, through processes such as early neutral evaluation, mediation, mini-trial, and arbitration as provided in sections 654 through 658
- [29 C.F.R. Part 1614](#)
is the basic EEOC guidelines on the management of the EEO program and the EEO complaint process
- [EEOC Management Directive-110 \(Nov. 1999\)](#)
is the EEOC technical manual for managing and implementing the EEO complaint process
- [EEOC Management Directive 715](#)
is the EEOC guidelines for Affirmative Employment and Affirmative Action programs for persons with disabilities. This management directive also provides guidance on program management. This MD replaces MD 712, MD 713, MD 714

- [EEOC Laws and Regulations Index](#)
This is the listing of US Code of Regulations (CFR) that pertain to EEO program management
- [Prohibited Personnel Practices](#)
Are a list of prohibited HR management actions that apply to managers in the Federal sector
- [Merit Principles](#)
Are the HR guidelines for managers and define the operational philosophy of the management of employee programs
- [Uniform Selection Guidelines](#)
are guidelines for analyzing EEO data as well as detail implementation instructions for the management of the employee referral and selection process